Thank You!

Last December, nearly 500 of you took the time to complete and return an employee survey. We were very pleased with the response! Results will provide valuable information to help us improve our benefit programs and communication efforts. We're working hard to analyze results and formulate action plans. Survey findings will be shared with you in a future issue of Benefit Focus.

Medical Benefit Renewal Time is Nearing

In May, you will have the chance to change your medical plan elections for the plan year which begins July 1, 1999. While our medical plan options and coverages will not change, there will be a change in the monthly

employee-paid premium rates. Everyone will be affected by these changes.

Look for detailed information coming soon in a Renewal Guide from your Agency.